

to be hired, they receive lower salaries when they are, and are less likely to be tapped on the shoulder for promotion. (Ironic given research suggests moms are some of the most productive employees.)

And women work around two-thirds of the low-paying jobs in the United States; jobs that not only put workers at an economic disadvantage, but also tend to be more unstable.

There is also “invisible labor”—things like caregiving responsibilities and household chores—that women do in addition to their full-time work. “Women perform up to 30 percent more unpaid labor,” Dr. Mason said. Not to put too fine a point upon it, but “unpaid labor is unpaid.” And it’s very hard—if not impossible—to do both your job and take care of the household at the same time.

There’s also good old-fashioned sexism at play: Even when men and women are performing the exact same jobs, women tend to receive less compensation thanks to overt or unconscious biases, as well as stereotypes that make it more difficult for women to negotiate.

The pay gap is caused by a “layering effect” of all of these things, said Kimberly Churches, the CEO of the American Association of University Women. Ultimately, “this really is how we value women and how we value women of color in our society,” she said.

Did Covid make it worse?

In a year of devastating job loss, especially for women—hence the talk of a “she-cession”—the Institute for Women’s Policy Research released a piece of research that seemed, on its face, like good news. In 2020, it found the weekly gender wage gap for full-time workers shrunk to 17.7 percent from 18.5 percent. Seems positive, right? Not so fast.

As Ms. Goldin of Harvard explained, if the female labor force is reduced, but most of those reductions are from the bottom part of distribution (restaurant servers and retail workers, for instance), then women’s wages relative to men’s will rise.

This manifests as an overall rise in women’s wages. And that’s what happened here.

But underneath the top-line number, Dr. Mason pointed out, many, many lower-paid female workers are struggling.

What should companies do about it?

Closing the wage gap demands an investment of time and resources.

First, companies can audit workers’ pay and collect data to determine the levels of disparity between their male and female workers, said Serena Fong, a vice president at Catalyst. Salesforce, for example, committed to reviewing all its workers’ salaries in 2015, and over the following years spent more than \$9 million on adjustments to give women equal pay.

Salary bands, which give the range of pay for a given role, can also help level the playing field between male and female workers in salary negotiations. (Though broadly speaking, a wide salary band can provide “too much range to pay people unequally,” Dr. Mason said.)

And governments?

The Equal Pay Act, passed nearly 60 years ago, made it illegal to discriminate by sex in setting wages. But in practice, it can be hard for women to know whether they’re actually being paid equally. It’s not common to ask your colleagues what they make while you’re chatting by the water cooler.

In the last decade, more than a dozen states and the District of Columbia have adopted legislation prohibiting pay secrecy in the workplace. Still, a 2017-18 survey found that nearly half of fulltime workers were discouraged or prohibited from talking about their pay, meaning more legislation and enforcement is needed.

Ms. Churches also supports passing the Paycheck Fairness Act at a federal level, “so we can ban the use of salary history questions in the hiring process.” Such questions “just compound women’s lack of earnings going forward as they negotiate their salaries.”

And individuals?

Ask your colleagues how much they make, as awkward as that may sound.

Negotiation is also key. Research shows that women who consistently negotiate their salaries make more than \$1 million more over the course of their lifetimes, compared with those who don’t. But of course, Covid hasn’t helped: A new survey from Ann Elizabeth Konkel of Indeed suggests women feel even more uncomfortable asking for a raise or promotion than they did prepandemic.

Mr. DESAULNIER. Mr. Speaker, on the anniversary of Women’s Equal Pay Day, U.S. women’s soccer player Megan Rapinoe, in a congressional hearing said: “One cannot simply outperform inequality.”

Wage discrimination isn’t limited to any one sector or income level, and Congress must act to stop it.

Mr. Speaker, the importance of this issue is really about the proper enforcement of a bill that was first enacted in 1963. We generally agree on the importance of that legislation.

Where we disagree is enforcement. And we have had years to see what the proper disincentives are and incentives for proper behavior when it comes to protecting women in the workforce, and on the second bill—predominantly women—but people who work in vulnerable positions where they are subject to greater violence.

On pay equity, we look at States like California where I am from, and we can see that our laws, our aggressive laws have worked, at least to help with the pay equity situation. Who can deny, in our lifetimes, the benefit to the U.S. economy, to all of us, for having women in the workforce? We should be able to compensate that benefit that we have all gotten.

As a survivor of cancer, I have been taken by how many young women went into the medical profession, and they helped to develop the medicine that has saved my life, a disease that, 15 years ago, at stage IV, when I was diagnosed, there was little that could be done to extend people’s lives. That research came from brilliant people, many of them women. Why would I want to inhibit or disincentivize any young person, any woman, any young woman from going into that field?

I know that my friend from Texas knows this, we want the best and the brightest to help with our medical challenges, irrespective of what their background is or what their sex is.

Mr. Speaker, every day we wait to pass these bills, healthcare workers are being harmed and families are going deeper and deeper into poverty. Our inequality issues get worse, not better. We should not waste another moment.

Mr. Speaker, I urge a “yes” vote on the rule and the previous question.

The material previously referred to by Mr. BURGESS is as follows:

AMENDMENT TO HOUSE RESOLUTION 303

At the end of the resolution, add the following:

SEC. 8. Immediately upon adoption of this resolution, the House shall proceed to the consideration in the House of the bill (H.R. 2430) to amend the Temporary Reauthorization and Study of the Emergency Scheduling of Fentanyl Analogues Act to extend for one year the temporary order for fentanyl-related substances. All points of order against consideration of the bill are waived. The bill shall be considered as read. All points of order against provisions in the bill are waived. The previous question shall be considered as ordered on the bill and on any amendment thereto to final passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Energy & Commerce; and (2) one motion to recommit.

SEC. 9. Clause 1(c) of rule XIX shall not apply to the consideration of H.R. 2430.

Mr. DESAULNIER. Mr. Speaker, I yield back the balance of my time, and I move the previous question on the resolution.

The SPEAKER pro tempore (Mr. BLUMENAUER). The question is on ordering the previous question.

The question was taken; and the Speaker pro tempore announced that the ayes appeared to have it.

Mr. BURGESS. Mr. Speaker, on that I demand the yeas and nays.

The SPEAKER pro tempore. Pursuant to section 3(s) of House Resolution 8, the yeas and nays are ordered.

Pursuant to clause 8 of rule XX, further proceedings on this question are postponed.

UNITED STATES ANTI-DOPING AGENCY REAUTHORIZATION ACT OF 2021

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the unfinished business is the vote on the motion to suspend the rules and pass the bill (H.R. 172) to reauthorize the United States Anti-Doping Agency, and for other purposes on which the yeas and nays were ordered.

The Clerk read the title of the bill.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from New Jersey (Mr. PALLONE) that the House suspend the rules and pass the bill.

The vote was taken by electronic device, and there were—yeas 381, nays 37, not voting 11, as follows:

[Roll No. 99]

YEAS—381

Adams	Bentz	Brownley
Aguilar	Bera	Buchanan
Allred	Bergman	Buck
Amodei	Beyer	Bucshon
Armstrong	Bice (OK)	Budd
Arrington	Bilirakis	Burgess
Auchincloss	Bishop (GA)	Bush
Axne	Blumenauer	Bustos
Bacon	Blunt Rochester	Butterfield
Baird	Bonamici	Calvert
Balderson	Bost	Cammack
Banks	Bourdeaux	Carbajal
Barr	Bowman	Cárdenas
Barragán	Boyle, Brendan	Carl
Bass	F.	Carson
Beatty	Brown	Carter (GA)

Carter (TX) Hinson
 Cartwright Hollingsworth
 Case Horsford
 Casten Houlihan
 Castor (FL) Hoyer
 Castro (TX) Hudson
 Chabot Huffman
 Cheney Huizenga
 Chu Issa
 Cicilline Jackson Lee
 Clark (MA) Jacobs (CA)
 Clarke (NY) Jacobs (NY)
 Cleaver Jayapal
 Clyburn Jeffries
 Cohen Johnson (GA)
 Cole Johnson (LA)
 Connolly Johnson (OH)
 Cooper Johnson (SD)
 Correa Johnson (TX)
 Courtney Jones
 Craig Jordan
 Crawford Joyce (OH)
 Crenshaw Joyce (PA)
 Crist Kahele
 Crow Kaptur
 Cuellar Katko
 Curtis Keating
 Davids (KS) Keller
 Davis, Danny K. Kelly (IL)
 Dean Kelly (MS)
 DeFazio Kelly (PA)
 DeGette Khanna
 DeLauro Kildee
 DelBene Kilmer
 Delgado Kim (CA)
 Demings Kim (NJ)
 DeSaulnier Kind
 Deutch Kinzinger
 Diaz-Balart Kirkpatrick
 Dingell Krishnamoorthi
 Doggett Kuster
 Donalds Kustoff
 Doyle, Michael LaHood
 F. LaMalfa
 Dunn Lamb
 Emmer Lamborn
 Escobar Langevin
 Eshoo Larsen (WA)
 Espallat Ruiz
 Estes Latta
 Evans LaTurner
 Feenstra Lawrence
 Ferguson Lawson (FL)
 Fischbach Lee (CA)
 Fitzgerald Lee (NV)
 Fitzpatrick Leger Fernandez
 Fleischmann Lesko
 Fletcher Letlow
 Fortenberry Levin (CA)
 Foster Levin (MI)
 Foxx Lieu
 Frankel, Lois Long
 Franklin, C. Lowenthal
 Scott Lucas
 Fulcher Luetkemeyer
 Gallagher Luria
 Gallego Lynch
 Garamendi Mace
 Garbarino Malinowski
 Garcia (CA) Malliotakis
 Garcia (IL) Maloney,
 Garcia (TX) Carolyn B.
 Gibbs Maloney, Sean
 Gimenez Manning
 Golden Matsui
 Gomez McBath
 Gonzales, Tony McCarthy
 Gonzalez (OH) McCaul
 Gonzalez, McClain
 Vicente McCollum
 Gooden (TX) McEachin
 Gotthelmer McGovern
 Granger McKinley
 Graves (LA) McNERNEY
 Graves (MO) Meeks
 Green, Al (TX) Meijer
 Griffith Meng
 Grijalva Meuser
 Guest Mfume
 Guthrie Miller (WV)
 Hagedorn Miller-Meeks
 Harder (CA) Moolenaar
 Harshbarger Mooney
 Hartzler Moore (AL)
 Hayes Moore (UT)
 Hern Moore (WI)
 Herrera Beutler Morelle
 Higgins (NY) Moulton
 Hill Mrvan Thompson (CA)
 Thompson (MS)
 Thompson (PA)

Mullin
 Murphy (FL)
 Murphy (NC)
 Nadler
 Napolitano
 Neal
 Neguse
 Nehls
 Newhouse
 Newman
 Norcross
 Nunes
 O'Halleran
 Obernolte
 Ocasio-Cortez
 Omar
 Owens
 Palazzo
 Pallone
 Palmer
 Panetta
 Pappas
 Pascrell
 Payne
 Pence
 Perlmutter
 Perry
 Peters
 Pfluger
 Phillips
 Pingree
 Pocan
 Porter
 Posey
 Pressley
 Price (NC)
 Quigley
 Raskin
 Reed
 Reschenthaler
 Rice (NY)
 Rice (SC)
 Rodgers (WA)
 Rogers (AL)
 Rogers (KY)
 Ross
 Rouzer
 Roybal-Allard
 Ruiz
 Rush
 Rutherford
 Ryan
 Salazar
 Sanchez
 Sarbanes
 Scalise
 Scanlon
 Schakowsky
 Schiff
 Schneider
 Schrader
 Schrier
 Schweikert
 Scott (VA)
 Scott, Austin
 Scott, David
 Sessions
 Sewell
 Sherman
 Sherrill
 Simpson
 Sires
 Slotkin
 Smith (MO)
 Smith (NE)
 Smith (NJ)
 Smith (WA)
 Smucker
 Soto
 Spanberger
 Spartz
 Speier
 Stanton
 Stauber
 Steel
 Stefanik
 Steil
 Stevens
 Stewart
 Stivers
 Strickland
 Suozzi
 Swalwell
 Takano
 Taylor
 Tenney
 Thompson (CA)
 Thompson (MS)
 Thompson (PA)

Tiffany
 Timmons
 Titus
 Tlaib
 Tonko
 Torres (CA)
 Torres (NY)
 Trahan
 Trone
 Turner
 Underwood
 Upton
 Valadao
 Van Drew
 Aderholt
 Allen
 Babin
 Biggs
 Bishop (NC)
 Boebert
 Brooks
 Burchett
 Cline
 Cloud
 Comer
 Davidson
 DesJarlais

Van Duyne
 Vargas
 Vela
 Velázquez
 Wagner
 Walberg
 Walorski
 Waltz
 Wasserman
 Schultz
 Waters
 Watson Coleman
 Weber (TX)
 Webster (FL)

Welch
 Wenstrup
 Westernman
 Wexton
 Wild
 Williams (GA)
 Williams (TX)
 Wilson (FL)
 Wilson (SC)
 Wittman
 Womack
 Yarmuth
 Young
 Zeldin

NAYS—37

Loudermilk
 Mann
 Massie
 Mast
 McClintock
 Miller (IL)
 Norman
 Rose
 Rosendale
 Roy
 Steube

NOT VOTING—11

Brady
 Cawthorn
 Clyde
 Costa
 Davis, Rodney
 Fallon
 Himes
 Lofgren
 McHenry
 Ruppersberger
 Veasey

□ 1641

Messrs. FULCHER, AMODEI, and ARRINGTON changed their vote from “nay” to “yea.”

Mr. ROSE changed his vote from “yea” to “nay.”

So (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE RESOLUTION 8, 117TH CONGRESS

Allred (Wexton)	Lowenthal	Slotkin
Babin (Nehls)	(Beyer)	(Stevens)
Cárdenas	Mfume (Raskin)	Stefanik
(Gomez)	Moore (WI)	(Tennney)
Crenshaw (Nehls)	(Beyer)	Steube
Greene (GA)	Moulton (Kahele)	(Timmons)
(Gosar)	Napolitano	Trahan (Lynch)
Grijalva (García)	(Correa)	Wasserman
(IL)	Neal (Lynch)	Schultz (Soto)
Jayapal (Raskin)	Norman (Rice)	Watson Coleman
Johnson (TX)	(SC)	(Pallone)
(Jeffries)	Omar (Pressley)	Wilson (FL)
Keating (Clark)	Payne (Pallone)	(Hayes)
(MA)	Porter (Wexton)	Wilson (SC)
Lawson (FL)	Rush	(Timmons)
(Evans)	(Underwood)	
Lieu (Beyer)	Sewell (DelBene)	

HONORING THE LIFE OF ALCEE HASTINGS

(Mr. DIAZ-BALART asked and was given permission to address the House for 1 minute.)

Mr. DIAZ-BALART. Madam Speaker, it is my solemn duty to rise today on behalf of the Florida delegation as we continue to grieve the passing of our colleague and our friend, Alcee Hastings of Florida.

Congressman Alcee Hastings was more than a colleague; he was a dear friend to me and to my family. Madam Speaker, my brother, Congressman Lincoln Diaz-Balart, served with Alcee Hastings on the Rules Committee; and, through him, I also developed a very special relationship.

Along with Congresswomen Carrie Meek and Corrine Brown, Alcee Hastings was the first African American from Florida to serve in Congress after more than 100 years.

Alcee Hastings dedicated his life to serving others and to fighting for human rights. You know, Alcee lived by Dr. Martin Luther King's phrase, “An injustice anywhere is an affront to justice everywhere.”

Alcee Hastings' brilliance, his perseverance, and his charisma, along with his ceaseless fight for human rights, built a lasting and meaningful legacy. And even during that last battle of his, the one that ultimately took his life, he continued to serve with passion, with great heart, and always with that special spark that he had, that smile of his that he always had.

We are truly heartbroken by his passing, and we offer our deepest condolences and prayers to his family and all of those who knew and loved him.

Florida and Congress really lost a trailblazer.

Madam Speaker, I would also like to thank one very special person, Lale Morrison, Alcee's longtime chief of staff, for her service to the people of Florida and equally as important, her dedication and her friendship to Alcee Hastings.

Madam Speaker, I yield to the gentlewoman from Florida (Ms. CASTOR).

Ms. CASTOR of Florida. Madam Speaker, I thank my good friend from Florida for yielding.

It is with great sadness that I rise on behalf of the Florida delegation, and you can see we have many new Floridians in our delegation today because we had such great love, respect, and admiration for our colleague Congressman Hastings.

Congressman Hastings was a towering figure who always stood up for the little guy. He fought for civil rights. He fought for voting rights. He fought for affordable healthcare. He was tireless.

Now, Alcee did not suffer fools or malarky, and he was unafraid to point it out. And he did so with relish. And let that be a great example to all of us who have this tremendous responsibility to stand up every day for the people who send us here, especially the voiceless and the vulnerable.

But Alcee served with great intellect, with passion, with flare. He loved the House of Representatives. He loved the State of Florida. He wanted it to be better, and he worked on that every single day. But I think we are all better for his service and his example.

Madam Speaker, I think Alcee would have appreciated the fact that you are in bright orange today, the color of his beloved Florida A&M University. Go Rattlers.

On behalf of the great State of Florida, we also send our love, prayers, and condolences to Lale, his chief of staff, his entire team, his family, his devoted friends, and I would respectfully ask that we recognize his life with a moment of silence, but ask and invite you